



WVARNG Bonuses and Incentives Guide

- Current as of 13 November 2007
- **Disclaimer:** This PowerPoint does not override or change any rules of entitlements set by the current DOD Laws, NGB policy, or within the soldier's bonus and incentives contracts, but it does serve as a guide for soldiers that may have questions about the current policy and procedures associated with bonuses and student loan repayment. This PowerPoint's information is based off of the NGB SRIP policy dated 1 August 2007. If there are any conflicts or discrepancies between this PowerPoint and NGB policy or DOD Law, be sure to refer to the current policies which may be available on our educational web site

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Bonus Tips for Quick Payment and Required Documents

Processes of the Bonus and Incentives Manager

Enlistment Bonuses Available

No enlistment bonus or combination of bonuses can exceed \$20,000

Non-Prior Service Gain

- \$20,000 – Critical skills MOS for NGB or State critical skills list. (6x2 or 8x0)
- \$20,000 – Critical Unit Bonus (6x2 or 8x0)
- \$20,000 – Non-Critical Skill Bonus (6x2 or 8x0)
- \$5,000 – Quick Shipper or “Off-Peak” Bonus
- \$10,000 – Civilian Acquired Skills Program Bonus (3x5, 6x2, or 8x0)

Prior Service Gain

- \$7,500 for 3 yrs / \$15,000 for 6 yrs - MOSQ into a critical UIC (3 yrs or 6 yrs)
- \$15,000 - MOSQ or Non-MOSQ in an MTOE Unit (6 yrs)

Re-Enlistment

- \$7,500 for 3 yrs / \$15,000 for 6 yrs - MOSQ into a critical UIC or skill (3 yrs or 6 yrs)
- \$15,000 - MOSQ in a non critical MTOE Unit (6 yrs)

Enlistment Bonuses Available

MOS Conversion Bonus

- \$2,000 – For a targeted shortage (critical) MOS conversion.

Affiliation Bonus

Must be either an affiliation into a Critical UIC or an affiliation into a Non-Critical MTOE Unit

- \$20,000 – 6 year affiliation
- \$10,000 – 3 year affiliation

Officer Accession Bonus

- \$10,000 – Critical MTOE Unit or in a Critical UIC (6 year Contract)

Officer Affiliation Bonus

- \$10,000 – MTO&E Unit or Critical UIC (3 year contract)

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Qualification applying to any and all incentives received

- Soldiers must be in an M-Day status only. Military Technicians and AGR soldiers are not eligible. Must have served at least 6 months in M-Day status before becoming AGR or Technician as an enlistment or affiliation and 6 months prior to in the case of a re-enlistment to receive a bonus.

Reasons for Incentive Termination with Recoupment

- If the soldier fails to participate satisfactorily. (unless it is beyond their control)
- Separates from the WVARNG for any reason.
- Moves to a non-bonus skill or unit unless it is required by the WVARNG.
- Accepts and AGR or Tech position and has not already served 6 months of their contract.
- Fails to extend the contracted term of service for a period of authorized non-availability.
- Serves 1yr or less of their contract upon entry to SMP ROTC or ROTC control group. If a soldier becomes an officer before 1 year of their bonus contract has been served, their bonus will be recouped!

Qualification applying to any and all incentives received

Reasons for Incentive Terminations without Recoupment

- Death, injury, illness or other impairment not as a result of personal misconduct.
- Accepting a commission or appointment as an Officer or Warrant after having served more than 1yr of their contract.
NOTE: Participation in an ARNG OCS program or Warrant Officer Candidate Program is not cause for termination. Becoming an officer is cause for termination.
- Accepting an AGR or Tech position after 6 months of the contract.
- Involuntary separation from unit inactivation, relocation, reorganization, or DOD directed reduction of selected reserve force.
- Serving more than 1 year of contract before entry into SMP ROTC or ROTC control group. If a soldier becomes an officer after 1 year of their bonus contract has been served, their bonus will be terminated without recoupment.

Reasons for Suspension of Incentives:

Reinstatement is not guaranteed

- Placement into the Inactive NG
- Maximum periods of ING: a. 1 yr for personal reasons b. 3 yrs for missionary obligations
- Flag for reasons other than APFT or unacceptable body composition

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MAN A READY FORCE



Non-Prior Service Law

37 USC Sec. 308c

01/19/04

-EXPCITE-

TITLE 37 - PAY AND ALLOWANCES OF THE UNIFORMED SERVICES
CHAPTER 5 - SPECIAL AND INCENTIVE PAYS

-HEAD-

**"§ 308c. Special pay: bonus for affiliation or enlistment in
the Selected Reserve**

(a) AFFILIATION BONUS AUTHORIZED.—The Secretary concerned may pay an affiliation bonus to an enlisted member of an armed force who—

(1) has completed fewer than 20 years of military service; and

(2) executes a written agreement to serve in the Selected Reserve of the Ready Reserve of an armed force for a period of not less than three years in a skill, unit, or pay grade designated under subsection (b) after being discharged or released from active duty under honorable conditions.

(b) DESIGNATION OF SKILLS, UNITS, AND PAY GRADES.—The Secretary concerned shall designate the skills, units, and pay grades for which an affiliation bonus may be paid under subsection (a). Any skill, unit, or pay grade so designated shall be a skill, unit, or pay grade for which there is a critical need for personnel in the Selected Reserve of the Ready Reserve of an armed force, as determined by the Secretary concerned. The Secretary concerned shall establish other requirements to ensure that members accepted for affiliation meet required performance and discipline standards.

(c) ACCESSION BONUS AUTHORIZED.—The Secretary concerned may pay an accession bonus to a person who—

(1) has not previously served in the armed forces; and

(2) executes a written agreement to serve as an enlisted member in the Selected Reserve of the Ready Reserve of an armed force for a period of not less than three years upon acceptance of the agreement by the Secretary concerned.

(d) LIMITATION ON AMOUNT OF BONUS.—The amount of a bonus under subsection (a) or (c) may not exceed \$20,000.

(e) PAYMENT METHOD.—Upon acceptance of a written agreement by the Secretary concerned, the total amount of the bonus payable under the agreement becomes fixed. The agreement shall specify whether the bonus shall be paid by the Secretary concerned in a lump sum or in installments.

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Non Prior Service NGB Policy – Eligibility

a. **\$20,000 NPS Critical Unit Identification Code (UIC) Bonus:** The ARNG offers a NPS Critical UIC Bonus to applicants who enlist under the 6X2 or 8X0 enlistment option and agree to serve in a critical UIC as designated by NGB in Enclosure 1 of this policy. Applicants must enlist into a valid, vacant position; or against a projected vacancy within 101% to 125% of the units authorized wartime strength. Applicants must qualify as a Category I-IIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher). Applicants must not enlist for the purpose of qualifying for employment in the Mil Tech or AGR program. This incentive is not available to applicants enlisting under the Officer Candidate School (OCS) Enlistment Option, College First or to applicants enlisting in a Non-Deployable Table of Distribution and Allowance (TDA) unit.

(2) The NPS Critical UIC Bonus will be paid in one **lump-sum payment** which will be processed upon successful completion of Initial Active Duty for Training (IADT) and verification of MOS qualification.

b. **\$20,000 NPS Critical Skill (CS) Enlistment Bonus:** The ARNG offers a NPS Critical Skill Bonus to applicants who enlist under the 6X2 or 8X0 enlistment option and agree to serve in one of the State “Top Thirty” critical skill MOS (Enclosure 2). Applicants must enlist into a valid, vacant position; or against a projected vacancy within 101% to 125% of the units authorized wartime strength. Applicants must agree to serve in a Modified Table of Organization and Equipment (MTO&E) unit only and qualify as a Category I-IIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher). Applicants must not enlist for the purpose of qualifying for employment in the Mil Tech or AGR program. This incentive is not available to applicants enlisting under the Officer Candidate School (OCS) Enlistment Option or to applicants enlisting in a Table of Distribution and Allowance (TDA) unit. College First applicants are eligible for this incentive.

(2) The NPS Critical Skill Bonus will be paid in **two installments** of 50%. The first 50% installment will be processed for payment upon successful completion of IADT and verification of MOS qualification. The second and final 50% installment will be processed on the third-year anniversary of the Soldier’s date of enlistment.

Non Prior Service NGB Policy - Eligibility

c. **\$20,000 NPS Non-Critical Skill (NCS) Enlistment Bonus:** The ARNG offers a NPS Non-Critical Skill Bonus to applicants who enlist into an **MTOE unit** under the 6X2 or 8X0 enlistment option. Applicants must enlist into a valid, vacant position; or against a projected vacancy within 101% to 125% of the units authorized wartime strength. Applicants must qualify as a Category I-IIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher). Applicants must not enlist for the purpose of qualifying for employment in the Mil Tech or AGR program. This incentive is not available to applicants enlisting under the Officer Candidate School (OCS) Enlistment Option or to applicants enlisting in a Non-Deployable Table of Distribution and Allowance (TDA) unit. College First applicants are eligible for this incentive. This incentive is open to all RTI, Training Areas and MEDDAC units.

(2) The NPS Non-Critical Skill Bonus will be paid in **two installments** of 50%. The first 50% installment will be processed for payment upon successful completion of IADT and verification of MOS qualification. The second and final 50% installment will be processed on the third-year anniversary of the Soldier's date of enlistment.

d. **NPS Civilian Acquired Skills Program (CASP) Bonus:** The ARNG offers a **\$10,000** CASP Bonus to applicants enlisting under the 3X5, 6X2 or 8X0 enlistment options, up to 125% of their unit's authorized war-time strength. Applicants must qualify to enlist under the provisions of the CASP per NGR 600-200 chapter 2 and also qualify as a Category I-IIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher). Applicants must agree to serve in an MTO&E unit **only**. Enlistment in a

TDA unit is not authorized with this incentive. Applicants must not enlist for the purpose of qualifying for employment in the Mil Tech or AGR program.

(1) The **\$10,000** CASP Bonus will be paid in two installments of 50%. The first 50% installment will be processed for payment upon successful completion of IADT and verification of MOS qualification. The second and final 50% installment will be processed on the third-year anniversary of the Soldier's date of enlistment.

Quick Ship and Off Peak NPSG NGB Policy - Eligibility

g. Quick Ship and Off Peak Bonus:

(1) The Quick Ship and Off Peak bonuses are not “stand alone” bonuses. In order to receive either incentive an applicant must first qualify and enlist for a NPS bonus of \$15,000 or less. Applicants may qualify for Quick Ship and/or Off Peak at the same time as long as the maximum amount a NPS Soldier receives does not exceed the \$20K allowable by federal law.

(2) The ARNG offers a **\$5,000 NPS “Quick Ship” Bonus** to applicants who enlist for the 3X5, 6X2, or the 8X0 enlistment option. Applicants must agree to “Quick Ship” to training within 45 days of enlistment, or agree to adjust their ship date as necessary in order to assist with the management of available training seats. Applicants may not enlist for the purpose of qualifying for employment in a Mil Tech or AGR position. Applicants must qualify as a Category I-IIIB enlistment (AFQT of 31 or higher).

(3) The ARNG offers a **\$5,000 NPS “Off-Peak” Bonus** to applicants who enlist for the 3X5, 6X2, or the 8X0 enlistment option, regardless of MOS or unit. Applicants must agree to ship to initial training between 1 October and 31 May. Applicants may not enlist for the purpose of qualifying for employment in a Mil Tech or AGR position. Applicants must qualify as a Category I-IIIB enlistment.

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MAN A READY FORCE



Prior Service Law

TITLE 37 - PAY AND ALLOWANCES OF THE UNIFORMED SERVICES CHAPTER 5 - SPECIAL AND INCENTIVE PAYS

-HEAD-

Sec. 308i. Special pay: prior service enlistment bonus

-STATUTE-

(a) Authority and Eligibility Requirements. -

(1) A person who is a former enlisted member of an armed force who enlists in the Selected Reserve of the Ready Reserve of an armed force for a period of three or six years in a critical military skill designated for such a bonus by the Secretary concerned and who meets the requirements of paragraph (2) may be paid a bonus as prescribed in subsection (b).

(2) A bonus may only be paid under this section to a person who meets each of the following requirements:

(A) The person has not more than 16 years of total military service and received an honorable discharge at the conclusion of all prior periods of service.

(B) The person was not released, or is not being released, from active service for the purpose of enlistment in a reserve component.

(C) The person is projected to occupy, or is occupying, a position as a member of the Selected Reserve in a specialty in which the person -

(i) successfully served while a member on active duty and attained a level of qualification while on active duty commensurate with the grade and years of service of the member; or

(ii) has completed training or retraining in the specialty skill that is designated as critically short and attained a level of qualification in the specialty skill that is commensurate with the grade and years of service of the member.

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Prior Service NGB Policy - Eligibility

h. **Prior Service Enlistment Bonus (PSEB) Eligibility:** The ARNG offers **two** PSEB options to PS applicants who enlist in the ARNG for three or six years. The two available options are: Enlist MOSQ into a critical UIC (enclosure 1), or enlist MOSQ **or non MOSQ** in an MTO&E unit (six year enlistment only). **Note:** PS Soldiers who have previously received a Selected Reserve Enlistment, Re-enlistment, or Affiliation Bonus may now receive the PSEB. They must:

- (1) Not have more than 16 years total prior military service upon enlistment in the ARNG.
- (2) Be MOSQ for the position for which enlisting, or,
- (3) Agree to retrain in a critical MOS vacancy (enclosure 2) within an MTO&E unit and become MOSQ within 24 months of enlistment.
- (4) Have received an honorable discharge upon completion of **all** prior periods of service. **Note:** a general under honorable conditions discharge or an uncharacterized discharge does **not** qualify a Soldier to receive the PSEB.
- (5) Not enlisting for the purpose of qualifying for employment in the Mil Tech or AGR program.
- (6) Not enlisting into a TDA unit.
- (7) Not enlisting under the provisions of a DA Form 368 (Conditional Release) from another component of the armed forces of the United States to include another selected reserve component. Soldiers currently in the IRR who are conditionally released on a 368 are authorized this bonus.
- (8) Not enlisting under the OCS enlistment option.

Prior Service NGB Policy - Eligibility

(9) Be enlisting into a valid unit vacancy or against a projected vacancy within 101% - 125% of the unit's authorized wartime strength.

(10) RCCC and RA Career Counselors are authorized to offer the maximum dollar amount (based upon the applicants enlistment option) provided a vacant position is listed on RETAIN and the soldier is otherwise eligible.

(11) **PSEB for enlistment in a Critical UIC:**

(a) **MOSQ Applicants who enlist for a six year enlistment option** within a Critical UIC (Enclosure 1) up to 125% of their unit's authorized war-time strength at the MOS Level will receive a **\$15,000** bonus. The \$15,000 Critical UIC PSEB will be paid in two 50% installments. The initial installment of 50% (\$7,500) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% (\$7,500) will be processed for payment on the third-year anniversary of enlistment.

(b) **MOSQ Applicants who enlist for a three year enlistment option** within a Critical UIC (Enclosure 1) up to 125% of their unit's authorized war-time strength at the MOS Level will receive a **\$7,500** bonus. The \$7,500 Critical UIC PSEB will be paid in two 50% installments. The initial installment of 50% (\$3,750) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% (\$3,750) will be processed for payment on the third-year anniversary of enlistment. **Note:** PS applicants who have ever previously served in any Selected Reserves on a **three year** enlistment or reenlistment bonus contract may **only** receive **\$6,000**.

(12) **PSEB for enlistment in a Non-Critical MTOE unit:**

(a) **MOSQ Applicants (or non-MOSQ who enlist for one of the State Top Thirty CS) who enlist for a six year enlistment option** within a non-critical MTOE unit up to 125% of their unit's authorized wartime strength at the MOS level will receive a **\$15,000** bonus. The \$15,000 MTOE bonus will be paid in two 50% installments. The initial installment of 50% (\$7,500) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% (\$7,500) will be processed for payment on the third-year anniversary of enlistment. RTI, Training Areas and MEDDAC units are authorized this bonus.

Prior Service NGB Policy - Eligibility

(b) Soldiers who elect to enlist non-MOSQ into one of the State Top Thirty MOS's **must** become MOSQ for their position within 24 months of enlistment or their bonus will be terminated. **Soldiers must become DMOSQ prior to receiving payments.**

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REB Law

TITLE 37 - PAY AND ALLOWANCES OF THE UNIFORMED SERVICES CHAPTER 5 - SPECIAL AND INCENTIVE PAYS

-HEAD-

Sec. 308b. Special pay: reenlistment bonus for members of the Selected Reserve

-STATUTE-

(a) Authority and Eligibility Requirements. - The Secretary concerned may pay a bonus under subsection (b) to an enlisted member of a reserve component who -

(1) has completed not more than 20 years of total military service; and

(2) reenlists or voluntarily extends his enlistment for a period of three years or for a period of six years in a designated military skill, or in a designated unit, as determined by the Secretary concerned, in the Selected Reserve of the Ready Reserve of an armed force.

(3) Any portion of a term of reenlistment or extension of enlistment of a member that, when added to the total years of service of the member at the time of discharge or release, exceeds 24 years may not be used in computing the total bonus amount under paragraph (1).

SEC. 630. NDAA 06. REENLISTMENT BONUS FOR MEMBERS OF THE SELECTED RESERVE.

(b) Bonus Amounts; Payment. -

(1) The amount of a bonus under this section may not exceed -

(A) \$15,000, in the case of a member who reenlists or extends an enlistment for a period of six years;

(B) \$7,500, in the case of a member who, having never received a bonus under this section, reenlists or extends an enlistment for a period of three years; and

(C) \$6,000, in the case of a member who, having received a bonus under this section for a previous three-year reenlistment or extension of an enlistment, reenlists or extends the enlistment for an additional period of three years.

(2) Bonus payments authorized under this section may be paid in either a lump sum or in installments. If the bonus is paid in installments, the initial payment shall be not less than 50 percent of the total bonus amount. The Secretary concerned shall prescribe the amount of each subsequent installment payment and the schedule for making the installment payments.

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REB NGB Policy - Eligibility

i. **Re-enlistment/Extension Bonus (REB) Eligibility:** The ARNG offers two REB options to MOSQ Soldiers who extend for three or six years. The two available options are: Extend/reenlist MOSQ in a critical UIC or Skill (enclosure 1 or 2), or extend/reenlist MOSQ in a non-critical MTOE unit (6 year extension only). Soldiers may not have more than 20 years time in service (TIS) upon their current Expiration Term of Service (ETS). **Note:** The REB is not offered to Soldiers extending/reenlisting in non-deployable TDA units.

(1) Current law prohibits bonus payment amounts from including any portion of a reenlistment or extension that when added to a member's total years of service exceeds 24-years TIS; therefore, Soldiers with more than 18-years TIS as of their current ETS may extend for three or six-years and receive a pro-rated payment up to 24-years. Any portion of additionally obligated service beyond 24-years will not be included in the calculation for payment of the bonus.

(2) Soldiers who are Non-MOSQ due to a command directed unit transformation or reorganization may submit an exception to policy to NGB-ARM. We are currently working for relief from DOD policy which precludes these soldiers being offered the REB. Soldiers who signed their REB contracts prior to a command directed unit transformation or reorganization and who subsequently became non-MOSQ due to that command directed unit transformation or reorganization must become DMOSQ (which must be completed within 24 months) before their initial payments can be processed.

REB NGB Policy - Eligibility

(3) REB for a Critical UIC or Skill:

(a) **Soldiers who re-enlist/extend for a six year option** within a Critical UIC or Skill (Enclosure 1 and 2) up to 125% of their unit's authorized war-time strength at the MOS Level will receive a **\$15,000** bonus. The \$15,000 Critical UIC/Skill RB will be paid lump sum. Payment will be processed on the effective date of the new contract (new contracts are effective the day after a soldier's contractual ETS in effect prior to signing the new extension).

(b) **Soldiers who re-enlist/extend for a three year option** within a Critical UIC or Skill (Enclosure 1 and 2) up to 125% of their unit's authorized war-time strength at the MOS Level will receive a **\$7,500** bonus. The \$7,500 Critical UIC/Skill RB will be paid lump sum. Payment will be processed on the effective date of the new contract (new contracts are effective the day after a soldier's contractual ETS in effect prior to signing the new extension). **Note:** Soldiers who have ever previously served in any Selected Reserves on a **three year** re-enlistment/extension bonus contract may **only** receive **\$6,000**.

REB NGB Policy - Eligibility

(4) REB for a Non-Critical MTOE unit:

(a) **Soldiers who re-enlist/extend for a six year option within a non-critical MTOE unit up to 125% of their unit's authorized wartime strength at the MOS level will receive a \$15,000 bonus. The \$15,000 Critical UIC/Skill RB will be paid lump sum. Payment will be processed on the effective date of the new contract (new contracts are effective the day after a soldier's contractual ETS in effect prior to signing the new extension). RTI, Training Areas, Special Forces (SF) and MEDDAC units are authorized this bonus. **There is no three year option with the exception of those on an initial three year REB contract. These soldiers will be able to extend for the \$6,000 REB. The REB for non-critical MTOE RTI, Training Areas and MEDDAC units is only valid until 30 September 2007.****

(5) Soldiers who meet criteria for REB extension bonus and are deployed OCONUS under Title 10 Section 12301(d) or serving under Contingency Operations Temporary Tour Active Duty (COTTAD) orders in support of a named contingency operation where Partial Mobilization has been declared are eligible to reenlist or extend for the REB regardless of Critical UIC and/or Skill.

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Affiliation Law

37 USC Sec. 308c

01/19/04

-EXPCITE-

TITLE 37 - PAY AND ALLOWANCES OF THE UNIFORMED SERVICES
CHAPTER 5 - SPECIAL AND INCENTIVE PAYS

-HEAD-

**"§ 308c. Special pay: bonus for affiliation or enlistment in
the Selected Reserve**

(a) AFFILIATION BONUS AUTHORIZED.—The Secretary concerned may pay an affiliation bonus to an enlisted member of an armed force who—

(1) has completed fewer than 20 years of military service; and

(2) executes a written agreement to serve in the Selected Reserve of the Ready Reserve of an armed force for a period of not less than three years in a skill, unit, or pay grade designated under subsection (b) after being discharged or released from active duty under honorable conditions.

(b) DESIGNATION OF SKILLS, UNITS, AND PAY GRADES.—The Secretary concerned shall designate the skills, units, and pay grades for which an affiliation bonus may be paid under subsection (a). Any skill, unit, or pay grade so designated shall be a skill, unit, or pay grade for which there is a critical need for personnel in the Selected Reserve of the Ready Reserve of an armed force, as determined by the Secretary concerned. The Secretary concerned shall establish other requirements to ensure that members accepted for affiliation meet required performance and discipline standards.

(c) ACCESSION BONUS AUTHORIZED.—The Secretary concerned may pay an accession bonus to a person who—

(1) has not previously served in the armed forces; and

(2) executes a written agreement to serve as an enlisted member in the Selected Reserve of the Ready Reserve of an armed force for a period of not less than three years upon acceptance of the agreement by the Secretary concerned.

(d) LIMITATION ON AMOUNT OF BONUS.—The amount of a bonus under subsection (a) or (c) may not exceed \$20,000.

(e) PAYMENT METHOD.—Upon acceptance of a written agreement by the Secretary concerned, the total amount of the bonus payable under the agreement becomes fixed. The agreement shall specify whether the bonus shall be paid by the Secretary concerned in a lump sum or in installments.

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Affiliation NGB Policy - Eligibility

j. **Affiliation Bonus (AB) Eligibility:** The ARNG offers **two** AB options to MOSQ Soldiers who affiliate in the ARNG for three or six-years. The two options are: affiliate MOSQ in a critical UIC (enclosure 1), or affiliate MOSQ in any MTO&E unit. Soldiers must meet the following eligibility requirements:

- (1) Applicant's last period of service must have been on active duty (2 years or more). **Note:** This includes Soldiers who are currently assigned to the Individual Ready Reserve (IRR) whose last period of service was on active duty.
- (2) Have not more than 20 years of total military service upon current ETS or Release from Active Duty Date (REFRAD).
- (3) Affiliate in the ARNG in an active drilling status for a minimum of three-years.
- (4) MOSQ at the time of enlistment and not more than one grade below the required grade specified for the vacancy for which affiliating.
- (5) Soldiers affiliating from another service must be awarded the enlistment MOS as their PMOS at the time of affiliation using the DoD Occupational Conversion Index and ARNG policies/procedures set forth in NGR 600-200, Chapter 5.
- (6) Affiliate in a valid, vacant position up to 125% of the unit's authorized war time strength.

Affiliation NGB Policy - Eligibility

(7) Complete NGB Form 600-7-4-R-E as Annex B of DD Form 4 for enlistment with an AB and have this form processed by their Recruiting and Retention NCO. Soldiers affiliating through the Reserve Component Career Counselor (RCCC) at the Transition Point from Active Duty (In Service Recruits) will complete the "Enlisted Affiliation Bonus Addendum" dated 10 August 2007.

(8) Separate from an Active Component with a Re-Entry (RE) Code of 1, 2, or 3 and have one of the Separation Program Designators (SPD) Codes listed below:

KBK, KCA, KCB, KCC, KCF, KDM, MBK, MCA, MCB, MCC, MCF, MDM, JCC, LCC

(9) Agree to waive (*in writing*) participation in any state / federal stabilization policy for any enlistment into Critical UIC positions.

(10) Not affiliating in a TDA unit.

(11) Soldiers enlisting under the provisions of a DA Form 368 (Conditional Release) from another drilling component of the armed forces of the United States are not authorized AB.

(12) Not enlisting under the OCS enlistment option.

(13) RCCC and RA Career Counselors are authorized to offer the maximum dollar amount (based upon the applicants enlistment option) provided a vacant position is listed on RETAIN and is otherwise eligible.

Affiliation NGB Policy - Eligibility

(14) AB for Affiliation in a Critical UIC:

(d) LIMITATION ON AMOUNT OF BONUS.—The amount of a bonus may not exceed \$20,000.

(a) **MOSQ Applicants who affiliate in a valid position for a six year enlistment option within a Critical UIC** (Enclosure 1), and up to 125% of their unit's authorized war-time strength at the MOS Level will receive a **\$20,000** bonus. Soldiers will receive their AB in one **lump-sum** payment, which will be processed on the date of enlistment/affiliation. **Note:** Soldiers transitioning directly from the active component will only receive their payment when they report to their gaining ARNG unit.

(b) **MOSQ Applicants who affiliate in a valid position for a three year enlistment option within a Critical UIC** (Enclosure 1), and up to 125% of their unit's authorized war-time strength at the MOS Level will receive a **\$10,000** bonus. Soldiers will receive their AB in one **lump-sum** payment, which will be processed on the date of enlistment/affiliation. **Note:** Soldiers transitioning directly from the active component will only be processed for payment after they report to their gaining ARNG unit. Units will notify the State Incentive Manager immediately upon these soldiers reporting to their unit.

Affiliation NGB Policy - Eligibility

(15) AB for Affiliation in a Non-Critical MTOE Unit:

(a) MOSQ Applicants who affiliate in a valid position for a **six year** enlistment option in a Non-Critical MTOE Unit, up to 125% of their unit's authorized war-time strength at the MOS Level will receive a **\$20,000** bonus. The \$20,000 Critical Skill AB will be paid in two 50% installments. The initial installment of 50% (\$10,000) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% (\$10,000) will be processed for payment on the third-year anniversary of enlistment. **Note:** Soldiers transitioning directly from the active component will only receive their payment when they report to their gaining ARNG unit.

(b) MOSQ Applicants who affiliate in a valid position for a **three year** enlistment option in a Non-Critical MTOE Unit, up to 125% of their unit's authorized war-time strength at the MOS Level will receive a **\$10,000** bonus. The \$10,000 Critical Skill AB will be paid in two 50% installments. The initial installment of 50% (\$5,000) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% (\$5,000) will be processed for payment on the third-year anniversary of enlistment. **Note:** Soldiers transitioning directly from the active component will only receive their payment when they report to their gaining ARNG unit.

(c) The Non-Critical MTOE AB is authorized for RTI, Training Areas and MEDDAC units.

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MAN A READY FORCE



Student Loan Repayment Law

TITLE 10--ARMED FORCES

Subtitle E--Reserve Components

PART IV--TRAINING FOR RESERVE COMPONENTS AND EDUCATIONAL ASSISTANCE PROGRAMS

CHAPTER 1609--EDUCATION LOAN REPAYMENT PROGRAMS

Sec. 16301. Education loan repayment program: enlisted members of Selected Reserve with critical specialties

(a)

(1) Subject to the provisions of this section, the Secretary of Defense may repay--

(A) any loan made, insured, or guaranteed under part B of title IV of the Higher Education Act of 1965 (20 U.S.C. 1071 et seq.);

(B) any loan made under part D of such title (the William D. Ford Federal Direct Loan Program, 20 U.S.C. 1087a et seq.); or

(C) any loan made under part E of such title (20 U.S.C. 1087aa et seq.). Repayment of any such loan shall be made on the basis of each complete year of service performed by the borrower.

(2) Except as provided in paragraph (3), the Secretary of Defense may repay loans described in paragraph (1) in the case of any person for service performed as an enlisted member of the Selected Reserve of the Ready Reserve of an armed force in a reserve component and military specialty specified by the Secretary of Defense. The Secretary may repay such a loan only if the person to whom the loan was made performed such service after the loan was made.

(3) In the case of a commitment made by the Secretary of Defense after the date of the enactment of this paragraph to repay a loan under paragraph (1) conditioned upon the performance by the borrower of service as an enlisted member under paragraph (2), the Secretary may repay the loan for service performed by the borrower as an officer (rather than as an enlisted member) in the case of a borrower who, after such commitment is entered into and while performing service as an enlisted member, accepts an appointment or commission as a warrant officer or commissioned officer of the Selected Reserve.

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Student Loan Repayment NGB - Eligibility

k. **Student Loan Repayment Program (SLRP) for NPS Enlistees:** The ARNG offers the SLRP as an enlistment incentive for all NPS enlistees in addition to their NPSEB. The total amount of SLRP will not exceed **\$20,000** with a maximum payment of 15% or \$500 per year, which ever is greater (\$3,000 cap per Soldier per year). Payment is based upon the original principle and does not include interest. Entitlement covers the initial contract period only. NPS enlistees must meet the following eligibility requirements to receive the SLRP:

- (1) Qualify as a Category I-III A enlistment (AFQT 50 or higher).
- (2) Enlist under a 6X2 or 8X0 enlistment option in a MTOE Unit.
- (3) Have one or more existing, qualifying loans at the time of enlistment, which is based on the date the loan was **disbursed** by the lending institution. Soldier may incur additional student loans **during** the contracted period of enlistment.
- (4) Enlist in a valid, vacant position, up to 125% of the assigned unit's authorized wartime strength at the MOS Level.
- (5) Soldiers receiving SLRP will remain eligible while attending Officer Candidate School or Warrant Officer Candidate School and will also remain eligible upon commissioning or appointment; subject to the original restriction that their SLRP entitlement will be paid within the same time period established in their original enlistment documents. A new SLRP entitlement is not established when a Soldier accepts a commission or appointment.
- (6) Soldiers who contract into the SMP/ROTC program **may not** retain SLRP as an incentive.

Student Loan Repayment NGB - Eligibility

1. **SLRP for PS Enlistees and as an Extension Incentive:** PS Applicants may enlist, and current ARNG Soldiers may extend at any time, for a term of service of not less than six-years in order to establish SLRP eligibility. The SLRP may be offered regardless of the number of years a Soldier has at the time he or she meets the following eligibility requirements:

(1) MOSQ for the position for which enlisting or extending.

(2) Have not previously received the SLRP as an enlistment, re-enlistment or extension option in any Selected Reserve.

(3) The amount of SLRP will not exceed \$20,000 with a maximum payment of 15% or \$500 which ever is greater (\$3,000 cap per Soldier per year). Payment is based upon original principle and does not include interest.

(4) A Soldier Enlisting, or Re-enlisting/Extending per NGR 600-200 Chapter 7, who has at least one qualifying loan at the time enlistment or re-enlistment/extension will be authorized payment on loans established **on or after** the effective date of the contract, provide they extend in a **Critical UIC and or Skill only** (enclosures 1 and 2).

(5) Soldiers receiving SLRP will remain eligible while attending Officer Candidate School or Warrant Officer Candidate School and will also remain eligible upon commissioning or appointment; subject to the original restriction that their SLRP entitlement will be paid within the same time period established in their original enlistment documents. A new SLRP entitlement is not established when a Soldier accepts a commission or appointment.

(6) Soldiers who contract into SMP/ROTC program **may not** continue to receive SLRP.

Student Loan Repayment NGB - Eligibility

m. **United States Army Reserve (USAR) SLRP recipients** enlisting into the ARNG voluntarily or as a result of their unit's inactivation/reorganization will remain eligible to receive the SLRP incentive for which they contracted. Enlistment in the ARNG **does not establish an additional SLRP entitlement.** Soldiers must meet all of the following requirements:

(1) Be MOSQ for the duty position for which enlisting.

(2) Enlist in a valid, vacant position up to 125% of the unit's authorized war time strength.

(3) The total amount of payments may not exceed \$20,000, which includes all payments made by the USAR and any subsequent payments made by the ARNG.

(4) Soldiers receiving SLRP will remain eligible while attending Officer Candidate School or Warrant Officer Candidate School and will also remain eligible upon commissioning or appointment; subject to the original restriction that their SLRP entitlement will be paid within the same time period established in their original enlistment documents. A new SLRP entitlement is not established when a Soldier accepts a commission or appointment.

(5) Soldiers who contract into SMP/ROTC program **may not** continue to receive SLRP.

SLRP – Required Documents

Up to \$20,000 is available to PSG soldiers

(with a maximum payment of \$500 or 15% whichever is greater and cannot exceed \$3,000 a year. Payment is based upon the original principle balance and does not include interest. SLRP Covers loans established before the effective date of the contract only. Loans incurred after are not eligible).

- Ensure Student Loan Repayment Program Addendum (Annex S to DD 4 / DA 4836) is filled out with the enlistment and on your IPERMS.
- Fill out an IM (600-7) Memorandum for Annual Loan Repayment and forward the memorandum to your lender. Have your lender fill out the bottom portion of the memorandum and mail that along with the promissory note for each loan and have them mail the information to the Incentives Manager.

Note: It is the soldier's responsibility to keep loans current and to check to see that payments have been made to their lender, regardless of whether or not the ARNG is late in making its payment (Policy 01-08).

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Officer Accession/Affiliation Law

“§ 308j. Special pay: affiliation bonus for officers in the Selected Reserve

“(a) AFFILIATION BONUS.—

(1) The Secretary concerned may pay an affiliation bonus under this section to an eligible officer in any of the armed forces who enters into an agreement with the Secretary to serve, for the period specified in the agreement, in the Selected Reserve of the Ready Reserve of an armed force under the Secretary’s jurisdiction—

“

(A) in a critical officer skill designated under paragraph (3); or

“

(B) to meet a manpower shortage in—

‘

(i) a unit of that Selected Reserve; or

“

(ii) a particular pay grade in that armed force.

“

(2) An officer is eligible for an affiliation bonus under this section if the officer—

“

(A) either—

‘

(i) is serving on active duty for a period of more than 30 days; or

“

(ii) is a member of a reserve component not on active duty and, if the member formerly served on active duty, was released from active duty under honorable conditions; and

‘

(B) is not entitled to receive retired or retainer pay.

“

(3)

(A) The Secretary concerned shall designate for an armed force under the Secretary’s jurisdiction the critical officer skills to which the bonus authority under this subsection is to be applied.

“(B) A skill may be designated as a critical officer skill for an armed force under subparagraph (A) if, to meet requirements of that armed force, it is critical for that armed force to have a sufficient number of officers who are qualified in that skill.

(4) An affiliation bonus payable pursuant to an agreement under this section to an eligible officer accrues on the date on which the person is

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Officer Affiliation NGB - Eligibility

q. **Officer Affiliation Bonus Basic Eligibility:** The ARNG offers **two** Officer Affiliation Bonus options to officers and warrant officers who upon separation from Active Duty agree to serve in the ARNG for three years, and meet the following eligibility requirements:

- (1) Agree to serve for a period of not less than three-years on active drilling status.
- (2) Not accepting an appointment as an officer or warrant officer for the purpose of qualifying for employment in a Mil Tech or AGR position.
- (3) Not receiving and will not receive the following benefits during the period of service for which contracted:
 - (a) Chapter 1608, Title 10 USC (Health Professions Stipend Program).
 - (b) Chapter 1609, Title 10 USC (Education Loan Repayment Program) (SLRP or HPLRP).
 - (c) Chapter 1611, Title 10 USC (Other Educational Assistance Programs – USMC Platoon Leaders Class: College Tuition Assistance Program.
 - (d) Chapter 2107, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members).
 - (e) Chapter 2107a, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members Army Reserve and Army National Guard).
 - (f) Title 37 USC, Section 302g (Special Pay: SR Health Care Professionals in Critically Short Wartime Specialties).

Officer Affiliation NGB - Eligibility

- (4) Officers remain eligible to participate in the ARNG Federal Tuition Assistance Program.
- (5) Must agree to become AOC qualified within **24** months from the date of affiliation, if affiliating into an AOC other than that which is currently held.
- (6) Agree to serve in a critical skill AOC as defined by the ARNG (Enclosure 3).
- (7) Currently serving on Active Duty for more than 30 days, or is a member of a Reserve Component not on Active Duty (Individual Ready Reserves).
- (8) Have received an honorable discharge from all periods of previous military service.
- (9) All officers transferring to the ARNG from another component of the Selected Reserves must have served at least one (1) year in the IRR immediately preceding the transfer to the ARNG in order to be eligible to receive the ARNG Officer Affiliation Bonus. This IRR requirement does not apply to former regular army officers who transfer directly to the IRR after separation from active duty, or who are transferring directly to an ARNG unit upon separation from active duty.
- (10) Officers are not eligible to receive the ARNG Officer Affiliation Bonus when transferring directly from another Selected Reserve (SELRES) Component into the ARNG. **(Excludes IRR)**

Officer Affiliation NGB - Eligibility

(11) Officers or warrant officers joining the ARNG under the provisions of a DA Form 368 (Conditional Release) from another component of the armed forces of the United States are not authorized the Officer Affiliation Bonus. **Note:** IRR applicants who were assigned to the IRR for 12 or more months prior to affiliation in the ARNG are excluded from this provision.

(12) Commissioned officers switching to the warrant officers corps, or warrant officers who become commissioned officers may not receive the Officer Affiliation Bonus.

(13) Commissioned officers and warrant officers who branch transfer into another branch are not authorized to receive the Officer Affiliation Bonus.

(14) Newly commissioned officers are not authorized to receive the Officer Affiliation Bonus.

r. **Officer Affiliation Bonus Options and Payment Schedule:**

(1) The ARNG offers a **\$10,000** Officer Affiliation Bonus to officers and warrant officers who affiliate for **three years** in a **critical UIC** (enclosure 1). Additionally, officers and warrant officers must agree to serve in a valid AOC vacancy within their chosen UIC (enclosure 3). The Critical UIC Officer Affiliation Bonus will be paid **lump-sum** upon affiliation or upon completion of all required training if applicable (An officer choosing a critical AOC for which not qualified upon affiliation will not be paid until that officer becomes qualified in that critical AOC).

(2) The ARNG offers a **\$10,000** Officer Affiliation Bonus to officers and warrant officers who affiliate for **three years** in an **MTO&E unit**. Additionally, officers and warrant officers must agree to serve in a valid AOC vacancy within their chosen UIC (enclosure 3). The MTO&E Officer Affiliation Bonus will be paid in **two 50% installments**. The first 50% installment (\$5,000) will be paid upon affiliation or upon completion of training if applicable. (An officer choosing a critical AOC for which not qualified upon affiliation will not be paid until that officer becomes qualified in that critical AOC). The second and final installment of 50% will be processed for payment on the third year anniversary of commission or appointment.

Officer Accession NGB - Eligibility

o. **Officer Accession Bonus Basic Eligibility:** The ARNG offers **two** Officer Accession Bonus options to newly commissioned officers and newly appointed warrant officers who agree to serve as an officer in the ARNG for six years. They must agree to serve in a CUIC (paid lump sum) or agree to serve in a Non-Critical UIC (paid 50/50). Both options require an agreement to serve in a critical skill area of concentration (CAOC). Note: The terms “newly commissioned officer and newly appointed warrant officer” means that a Soldier has **never** held a commission as an officer **or** an appointment as a warrant officer in any armed force of the United States. Applicants must sign their bonus addenda **on the date that they accept their commission** and meet the following eligibility criteria on that date.

- (1) Agree to serve as an officer for a period of not less than six-years on active drilling status.
- (2) Agree to serve in a critical skill Area of Concentration (AOC) as defined by the ARNG (Enclosure 3).
- (3) Not accepting an appointment as an officer or warrant officer for the purpose of qualifying for employment in the Mil Tech or AGR program.
- (4) Not receiving and will not receive the following benefits during the period of service for which contracted:
 - (a) Chapter 1608, Title 10 USC (Health Professions Stipend Program).
 - (b) Chapter 1609, Title 10 USC (Education Loan Repayment Program) (SLRP or HPLRP).
 - (c) Chapter 1611, Title 10 USC (Other Educational Assistance Programs – USMC Platoon Leaders Class: College Tuition Assistance Program.
 - (d) Chapter 2107, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members).
 - (e) Chapter 2107a, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members Army Reserve and Army National Guard).
 - (f) Title 37 USC, Section 302g (Special Pay: SR Health Care Professionals in Critically Short Wartime Specialties).

Officer Accession NGB - Eligibility

(5) Officers remain eligible to participate in the ARNG Federal Tuition Assistance Program.

(6) See paragraph “p” below for Officer Accession Bonus options and payment schedule.

(7) Not receiving a commission or appointment with a subsequent assignment to a TDA unit.

(8) Officers or warrant officers joining the ARNG under the provisions of a DA Form 368 (Conditional Release) from another component of the armed forces of the United States may not receive the Officer Accession Bonus.

(9) Commissioned officers switching to the warrant officers corps, or warrant officers who become commissioned officers may not receive the Officer Accession Bonus.

(10) Commissioned officers and warrant officers who branch transfer into another branch are not authorized to receive the Officer Accession Bonus.

(11) Newly commissioned officers and newly appointed warrant officers who retained an enlisted bonus (meaning there was no recoupment action) after serving more than one year of their enlisted incentive contract term may not receive the Officer Accession Bonus.

p. Officer Accession Bonus Options and Payment Schedule:

(1) The ARNG offers a **\$10,000** Officer Accession Bonus to newly commissioned officers and newly appointed warrant officers who agree to serve **six years** in a **critical UIC** (enclosure 1). Additionally, officers and warrant officers must serve in a valid AOC vacancy (enclosure 3) within their chosen UIC. The Critical UIC Officer Accession Bonus will be paid in one **lump-sum** payment upon successful completion of Officer Basic Course (OBC) or Warrant Officer Basic Course (WOBC) as applicable.

(2) The ARNG offers a **\$10,000** Officer Accession Bonus to newly commissioned officers and newly appointed warrant officers who agree to serve **six years** in an **MTOE unit**. Additionally, officers and warrant officers must serve in a valid AOC vacancy (enclosure 3) within their chosen UIC. The MTO&E Officer Accession Bonus will be paid in **two 50% installments**. The first 50% installment (\$5,000) will be paid upon successful completion of OBC or WOBC as applicable, and the second and final installment of 50% will be processed for payment on the third year anniversary of commission or appointment.

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MOS Conversion Law

TITLE 37 - PAY AND ALLOWANCES OF THE UNIFORMED SERVICES CHAPTER 5 - SPECIAL AND INCENTIVE PAYS

-HEAD-

Sec. 326. Incentive bonus: conversion to military occupational specialty to ease personnel shortage

-STATUTE-

(a) Incentive Bonus Authorized. - The Secretary concerned may pay a bonus under this section to an eligible member of a regular or reserve component of the armed forces who executes a written agreement to convert to, and serve for a period of not less than three years in, a military occupational specialty for which there is a shortage of trained and qualified personnel.

(b) Eligible Members. - A member is eligible to enter into an agreement under subsection (a) if, at the time the agreement is executed, the member is serving in -

(1) pay grade E-6, with not more than 10 years of service computed under section 205 of this title; or

(2) pay grade E-5 or below, regardless of years of service.

(c) Amount and Payment of Bonus. -

(1) A bonus under this section may not exceed \$4,000, in the case of a member of a regular component of the armed forces, and \$2,000, in the case of a member of a reserve component of the armed forces.

(2) A bonus payable under this section shall be disbursed in one lump sum when the member's conversion to the military occupational specialty is approved by the chief personnel officer of the regular or reserve component of the member's armed force.

(d) Relationship to Other Pay and Allowances. - A bonus paid to a member under this section is in addition to any other pay and allowances to which the member is entitled.

(e) Repayment of Bonus. -

(1) A member who receives a bonus under this section and who, voluntarily or because of misconduct, fails to serve in such military occupational specialty for the period specified in the agreement executed under subsection (a) shall refund to the United States an amount that bears the same ratio to the bonus amount paid to the member as the unserved part of such period bears to the total period agreed to be served.

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MOS Conversion NGB - Eligibility

n. **MOS Conversion Bonus (MOSCB):** The ARNG offers a MOSCB of **\$2,000** to eligible Soldiers directed by the Chief, National Guard Bureau or the Deputy Chief of Staff, G1, as appropriate to voluntarily or involuntarily (due to unit reorganization, transformation, inactivation or the needs of the ARNG) reclassify into a targeted shortage MOS and meet the following eligibility requirements:

- (1) Hold the rank of SSG and have not more than 10 years TIS at the time of application.
- (2) Hold the rank of SGT or below regardless of TIS.
- (3) Agree to retrain into a designated MOS that is less than 90% filled and within the same skill level at the time of conversion. MOSs are not limited to the Critical UIC or “top thirty” Critical Skill list (enclosure 1 & 2).
- (4) Sign a written agreement to serve for a period of three years effective upon completion of MOS retraining, with assignment **to any unit** where the targeted shortages exist. **Note:** Any Soldier who does **not** have the required three years remaining on their current contractual obligation **as of** the date of MOS qualification in the new MOS, will be **required** to execute a DA Form 4836 (extension form) **in conjunction** with the three year MOSCB written agreement.
- (5) Qualified for training and attendance at a service school per DA Pam 611-21, AR 135-200, and DA Pam 351-4, and meet all special requirements for the requested MOS reclassification.
- (6) Soldiers receiving a NPSEB must first complete their existing contractual obligation in order to become eligible to receive the MOSCB.

MOS Conversion NGB - Eligibility

(7) MOSCB Payment Schedule:

- a. The **\$2,000** ARNG MOSCB will be paid in one **lump sum** payment upon successful completion of MOS retraining.
- b. With the exception of the NPSEB, Soldiers will remain eligible to receive their existing ARNG SRIP incentives in conjunction with the MOSCB.
- c. For additional guidance on the management of the MOSCB, refer to the ARNG G-1 MOSCB Implementation Policy dated 23 February 2006.



DEPARTMENT OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
111 SOUTH DOUGLAS STREET, SUITE 200
FALLS CHURCH, VIRGINIA 22044-1102

ARNG-G1

73 Feb 06

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army National Guard (ARNG) Fiscal Year (FY) 2006 Military Occupational Specialty (MOS) Conversion Bonus Implementation Policy

1. References:

- a. Memorandum, HQDA, G-1, DAPE-MPE, 13 Feb 06, subject: Change to RC MOS Conversion Bonus Implementation Policy (enclosure 1).
- b. ALARACT Message, Number 2042005, 08 Oct 05, subject: MOS Conversion Bonus Implementation Guidance for the Army National Guard (enclosure 2).
- c. Memorandum, Example, subject: Request for Army National Guard (ARNG) Military Occupational Specialty (MOS) Conversion Bonus/Agreement (enclosure 3).

2. Purpose:

- a. The purpose of this memorandum is to provide policy and guidance for the ARNG MOS Conversion Bonus Program.
- b. Effective immediately the ARNG offers a MOS Conversion Bonus of \$2,000 to eligible Soldiers who sign a written agreement to serve for a period of not less than 3 years in a new MOS when a Soldier is directed by the Chief, National Guard Bureau, or the Deputy Chief of Staff, G1, as appropriate, to voluntarily or involuntarily reclassify within their same unit, due to unit reorganization, inactivation, or the needs of the ARNG, where the targeted shortage MOS (new MOS the Soldier is reclassifying into) is less than 50% filled for that specific unit at the correct skill level to be filled. No exception to the MOS percent fill requirement or skill level requirement is authorized.

BY USC Sec. 526

20/10/06

TITLE 37, PAY AND ALLOWANCES OF THE SUPPORTING SERVICES
CHAPTER 5 - SPECIAL AND INCENTIVE PAY

Sec. 505. Incentive Bonus - Payment to military occupational specialty to new enlistment offerings.

(a) Incentive Bonus Authorized - The Secretary concerned may pay a bonus under this section to an eligible member of a regular or reserve component of the armed forces who enlists in a written agreement to enlist in a new MOS.

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MAN A READY FORCE



Bonus – Required Documents

- Talk to your recruiter or liaison about bonus eligibility and fill out the bonus contract within your enlistment packet.
- NPSG – Upon finishing your AIT, turn in the DD 214 to the unit.
- PSG – Will have the bonus loaded upon verification of MOSQ and the bonus will be submitted for payment shortly after. If training is required to become MOSQ the soldier will submit a course completion 1059 or 214 to the unit.
- MOS Conversion Bonus – Ensure that the unit receives a document supporting completion of an MOS school and that the contract is forwarded by the unit to the Bonus and Incentives Manager (214 or 1059).
- Officer Accession Bonus – Ensure Officer Accession Bonus Addendum is filled out and that the unit forwards the bonus information to the Incentives Manager.
- It is the unit's responsibility to submit all documentation to PSB or the Incentives Manager all documentation. The Incentives Manager will process the bonus when all the necessary documentation is received.

Tips to Getting Your Bonus Fast!

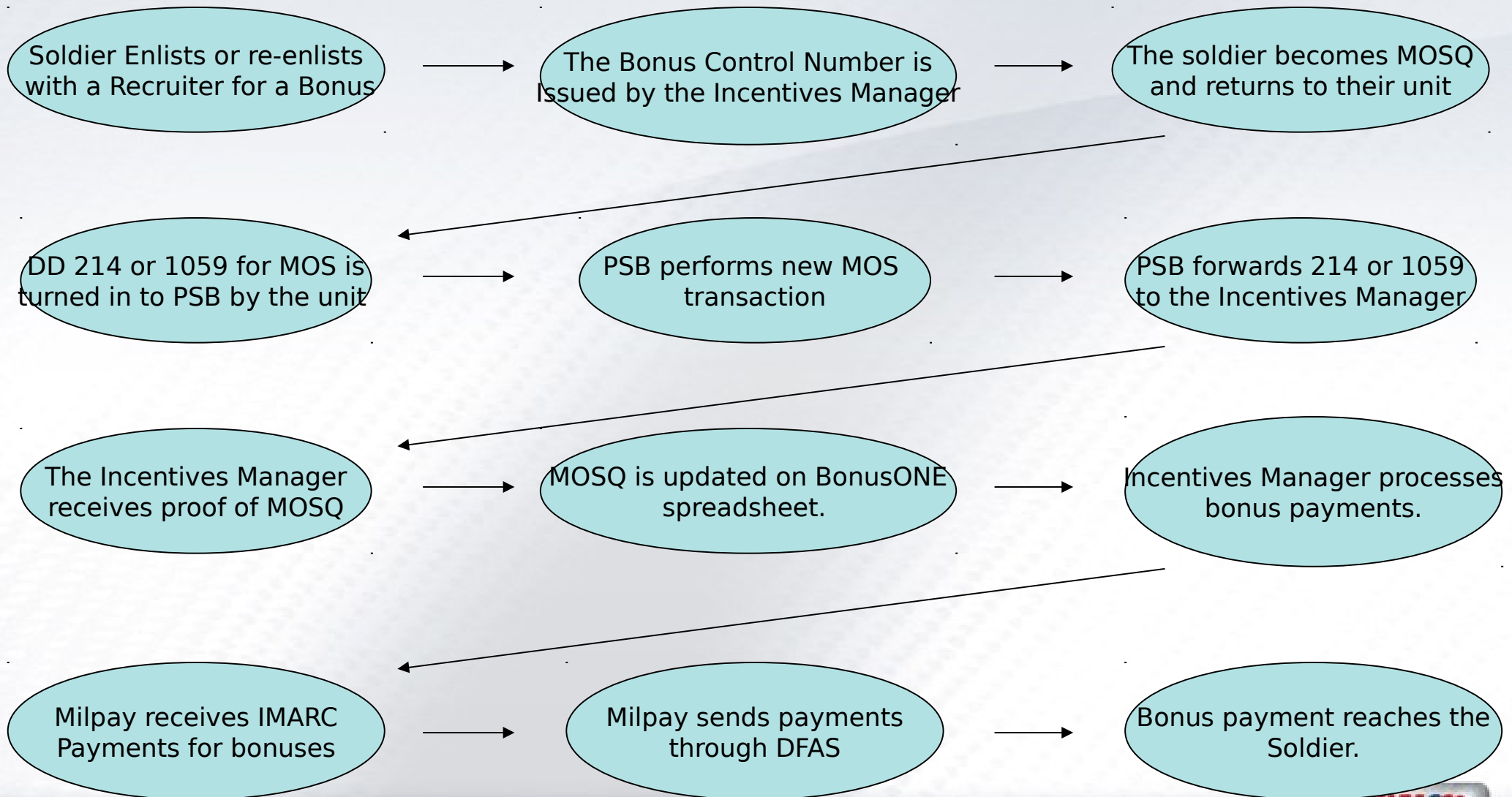
- **Follow the following tips in order to get your Bonus or Incentives processed quickly.**
 1. Submit required documents promptly to the unit for processing after every qualifying AIT or MOS school.
 2. Follow up with the unit after submitting the documents to ensure that the required documentation has been processed.
 3. Many issues can be cleared up at the unit level. Use your chain of Command. Typically bonuses will be processed and placed in your bank account within 3 to 5 weeks from the date you submit the required documentation or become eligible for payment. Sometimes problems can arise and it may take longer than 3-5 weeks for pay to clear up the issue. Please allow at least 1 month for processing before contacting the incentives manager.

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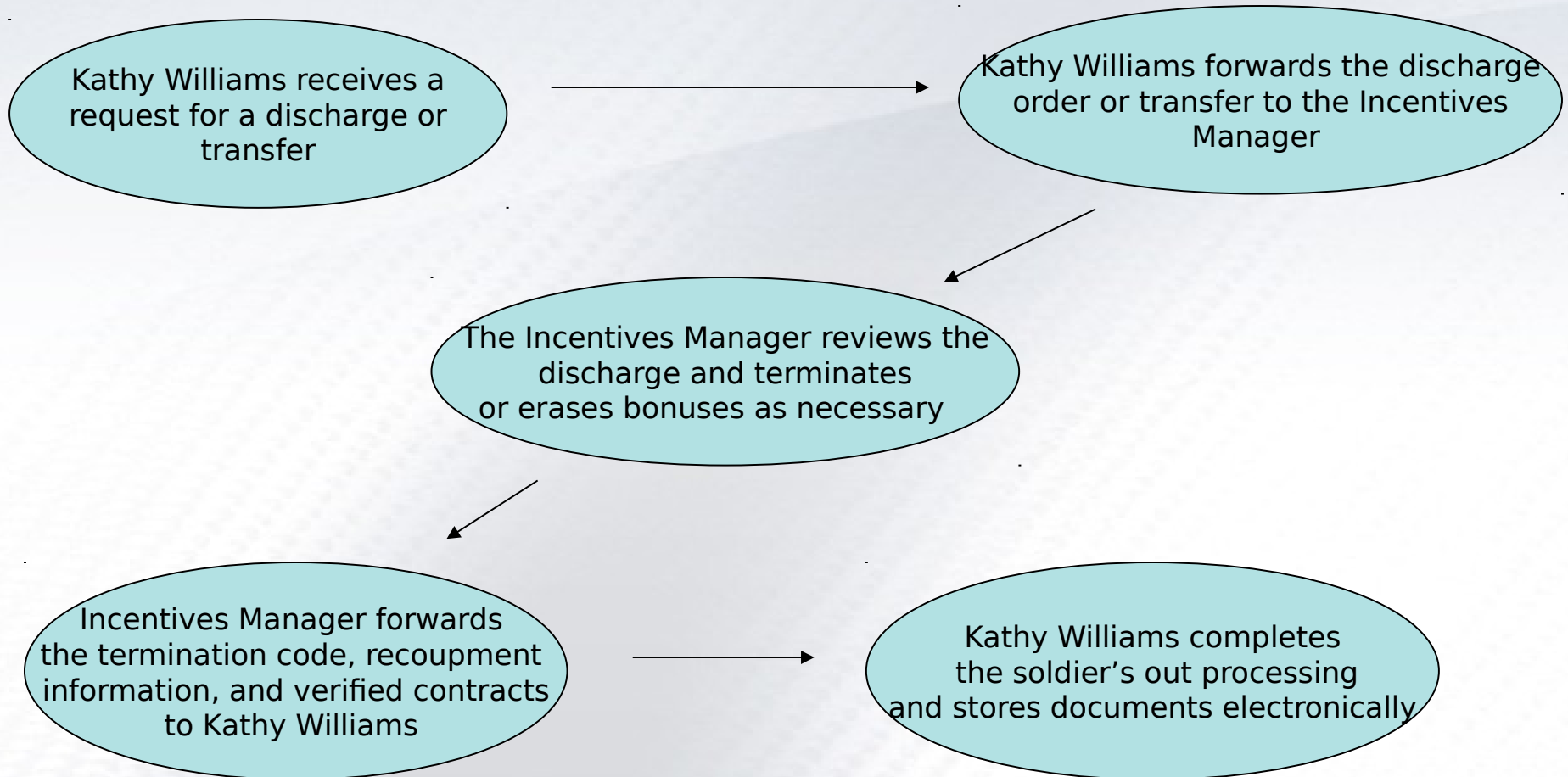
Processes of the Bonus and Incentives Manager

The following slides detail the current processes of the Bonus and Incentives Manager

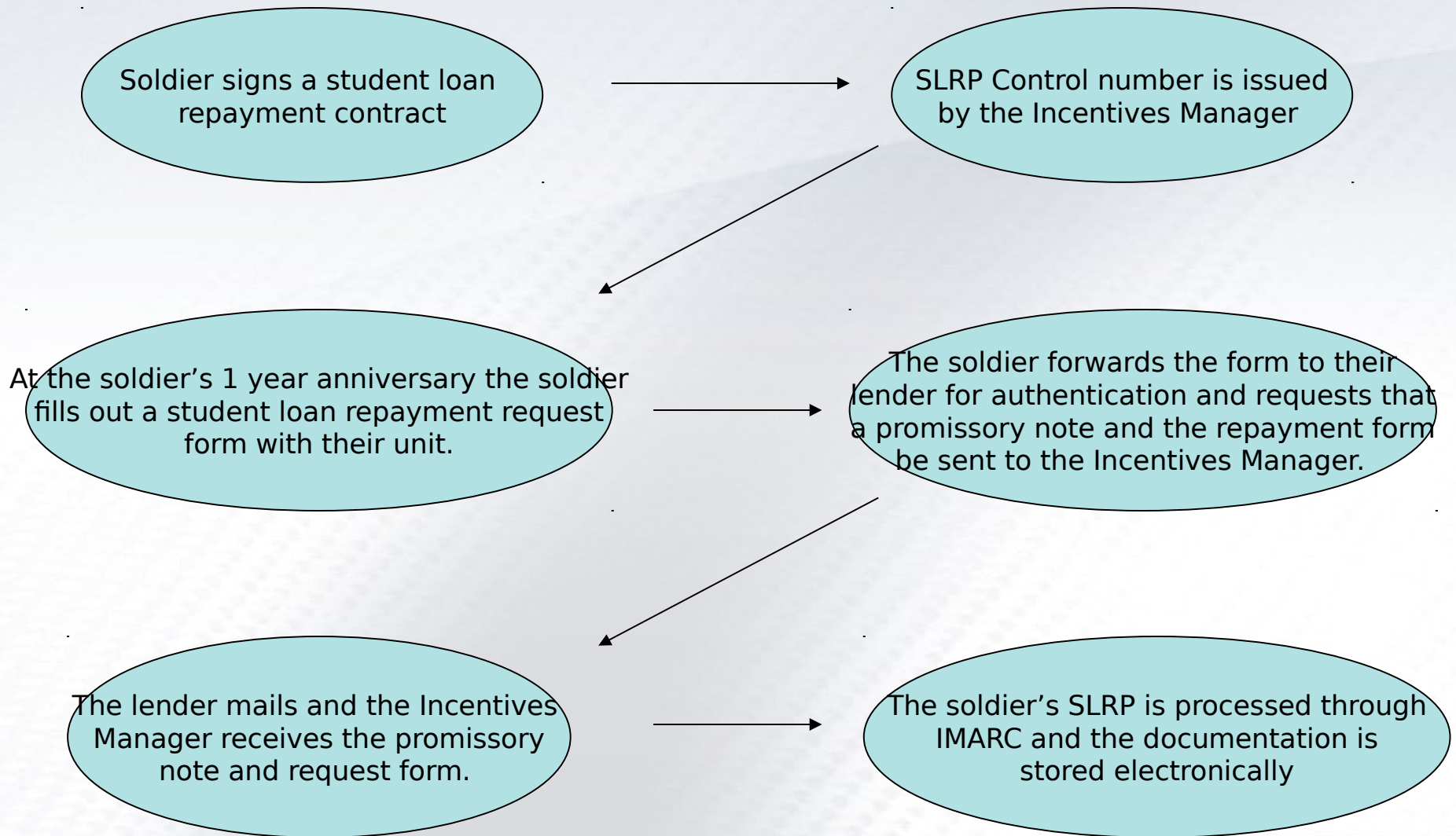
Bonus Actions and Processes Tree



Termination Process Tree



Student Loan Repayment Process Tree



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